"but if it takes revenge on the weak, especially its religious minorities, it will be disgraced forever." Perhaps this was too subtle for the board, but its members were proud of Lothar. He was one of the best men in the German labor movement, and his end in a Hitler prison, after unspeakable torture, grieved but did not surprise me.

My own position on the board was somewhat unusual. As an alien, a Russian and, above all, an intellectual, I could not mix well with this group of old comrades. I was offered the highest salary, just below that of the president, and the board listened to my advice, but nobody would call me by my first name as they called one another; I remained to them "Herr Doktor."

Politically, the union leaders were all members of the S-D party, and the ADGB supported the party at elections. They often used the threat of a walkout in their negotiations with employers but preferred to settle disputes by bargaining or arbitration. The system of compulsory arbitration at the demand of either party often led to collusion.

A dispute, for example, developed in the iron and steel industry. The union demanded a raise, temporarily withholding the bill of particulars; the employers seemed adamant in refusing any concession. More than a million workers were involved. The Ministry of Labor summoned the representatives of both sides. The union delegates came with a voluminous memorandum I had helped to prepare. The head of the employers' delegation took the president of the union aside and asked him about the union's specific demands. I do not recall what they were; perhaps we asked for a raise of ten pfennigs per hour and were ready to settle for five. When the employers' delegate heard that the union would not settle for less than ten pfennigs, he said, "If we reject your demand you will ask for arbitration and get five pfennigs. Better begin asking for twenty-five pfennigs. We shall struggle, you will go down to twenty and then fifteen pfennigs, and, in the end, we shall settle on ten. You will get everything for your men and we shall have saved fifteen pfennigs per hour for our clients." The union president accepted the deal and asked for adjournment of the conference to prepare the case.

My work with the ADGB originally focused on labor statistics. I reorganized union statistics of unemployment and collective agreements and developed the statistical section in the annual reports. In addition, I lectured and wrote articles for labor magazines. Contrary to my expectations, there was not much politics and very little fighting in that work. Emma was busy with articles on women's labor conditions and municipal policy. She had also translated the first two volumes of my memoirs, published in 1931-33, from Russian into German.